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ABSTRACT

This document is based on research in the area of faculty age statistics based upon data about full time faculty in the Connecticut community college system. The report was done in response to interest expressed by the Chancellor and the Council of Presidents. The data was extracted from the Banner Human Resources Information System as of September 25, 2001. The report is divided into five sections: (1) comparison of the CT community college to national data; (2) information relating to average and median age of faculty; (3) information relating to faculty and retirement plans; (4) information relating to average and median age by rank; and (5) information relating to faculty age by bargaining unit. The report uses 735 faculty members from 12 different community colleges. Out of the faculty members surveyed, 39% are 55 and older and 61% are younger than 55 years-old. The average age is 51 years-old and the median age is 52 years-old. The charts used in the report are separated by the faculty from each of the 12 community colleges. (Contains 12 figures and 12 tables.) (MZ)

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ED 481 046

ANALYSIS OF COMMUNITY COLLEGE FACULTY BY AGE

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INTRODUCTION

Research in the area of faculty age statistics was undertaken in response to interest expressed by the Chancellor and the Council of Presidents. The information in this report is based upon data about full-time faculty in the community college system, extracted from the Banner Human Resource Information System, as of September 25, 2001. The report focuses on four areas: faculty age in general, faculty by retirement plan, faculty by rank and faculty by bargaining unit. Principal contributors to this effort were AnnMarie Kureczka and Coreen Sumple. Other contributors were Shelby Brown and Delva Watt.

Presidents or others interested in pursuing the analysis further at the college level may wish to contact their Human Resource Director or Human Resource Information Manager.

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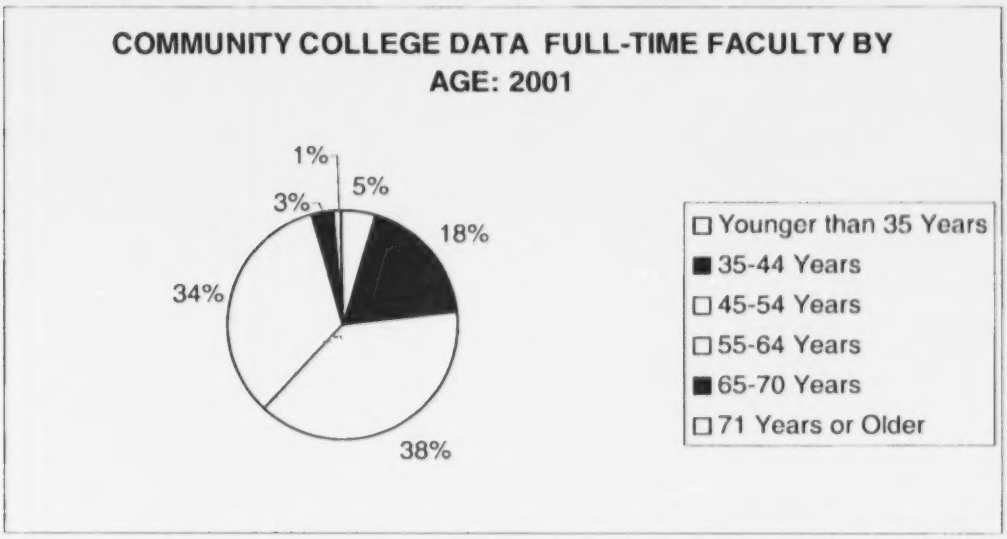
II. SUMMARY OF COLLEGE DATA

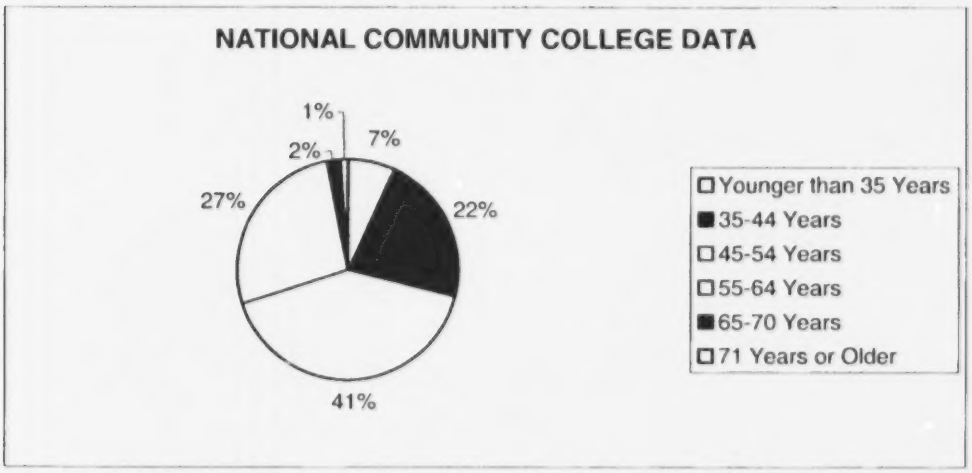
I. FINDINGS

A. COMPARISON OF CT COMMUNITY COLLEGE TO NATIONAL DATA

Younger than 35 Years	35-44 Years	45-54 Years	55-64 Years	65-70 Years	71 Years or Older
5%	18%	38%	34%	3%	1%



Younger than 35 Years	35-44 Years	45-54 Years	55-64 Years	65-70 Years	71 Years or Older
7%	22%	41%	27%	2%	1%



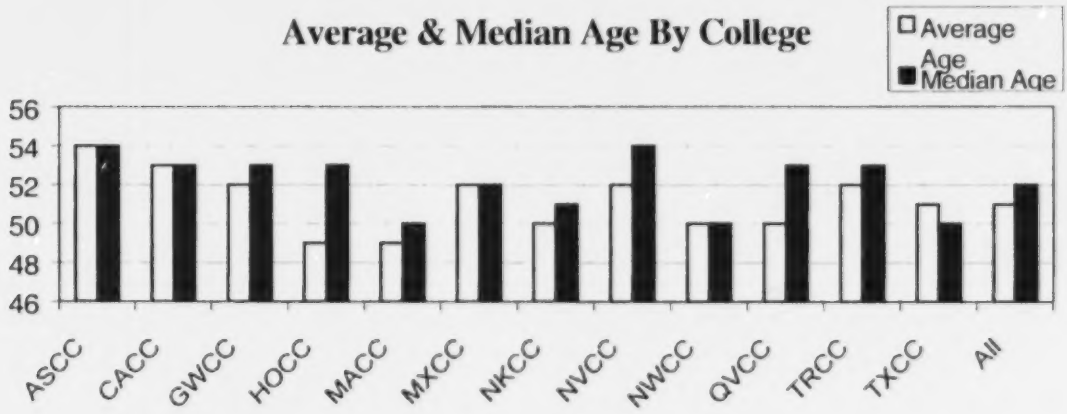
Source: NCES 2001 b (1999)

B. INFORMATION RELATING TO AVERAGE AND MEDIAN AGE OF FACULTY

1. AVERAGE AND MEDIAN AGE OF FACULTY

The average age of full-time faculty in the community college system is fifty-one years of age (51), and the median age is fifty-two (52). The average age of faculty varies within the system with the youngest average age at Manchester and Housatonic (49), and the oldest average age at Asnuntuck (54).

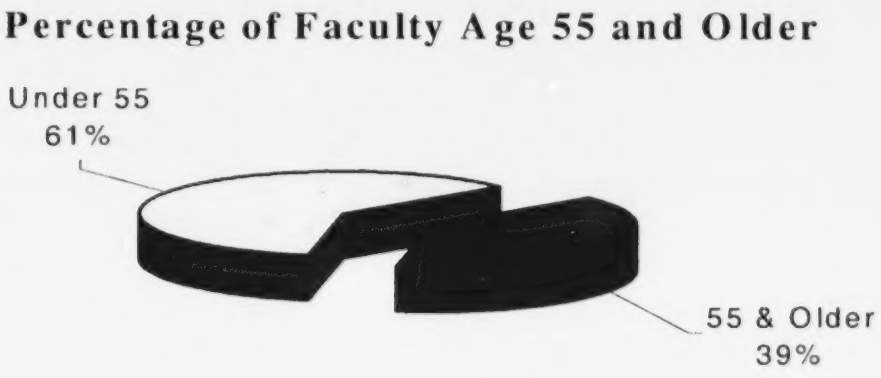
The average and median ages of full-time faculty are displayed below in graph and numeric formats:



College	Average Age	Median Age
Asnuntuck	54	54
Capital	53	53
Gateway	52	53
Housatonic	49	53
Manchester	49	50
Middlesex	52	52
Naugatuck Valley	52	54
Northwestern	50	50
Norwalk	50	51
Quinebaug Valley	50	53
Three Rivers	52	53
Tunxis	51	50
All Colleges	51	52

2. FACULTY AGE 55 YEARS AND OLDER

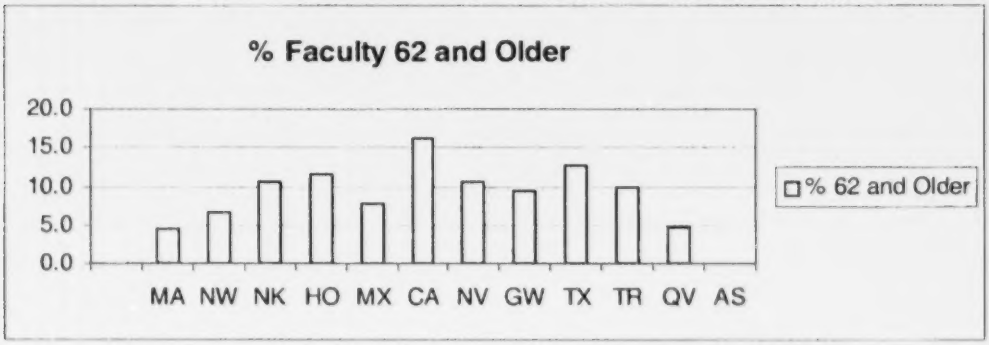
System-wide, approximately thirty-nine percent (39%) of full-time faculty are age fifty-five and older. Northwestern has the smallest percentage of faculty in this age bracket (23%) and Naugatuck Valley has the highest percentage (46%). Thirty-eight percent (38%) of the Congress faculty are at or above age 55, and forty-four percent (44%) of the AFT faculty are in that age bracket.



College	total # fac	# Fac age 55 and over	Percent age 55 and older
Asnuntuck	22	10	45%
Capital	62	27	44%
Gateway	85	34	40%
Housatonic	61	27	44%
Manchester	91	26	29%
Middlesex	39	17	44%
Naugatuck	104	48	46%
Northwestern	31	7	23%
Norwalk	94	35	37%
Quinebaug	21	9	43%
Three Rivers	70	26	37%
Tunxis	55	20	36%
Total	735	286	39%

3. FACULTY AGE 62 AND OLDER

System-wide, just under ten percent of full-time faculty are age sixty-two (62) years and older. Manchester has the smallest percentage (4%) of faculty in this age bracket and Capital has the highest percentage (16%).



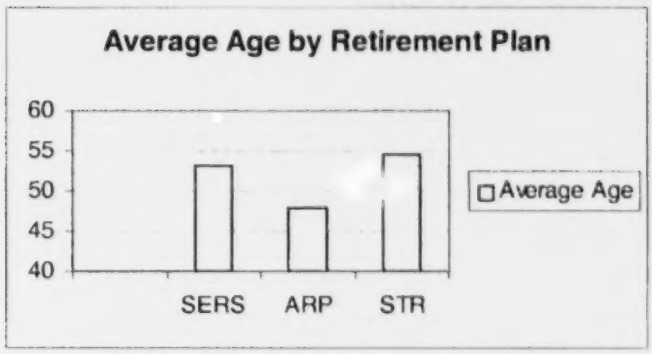
College	Total #	# Faculty 62 and Older	% 62 and Older
MA	91	4	4.4
NW	31	2	6.5
NK	94	10	10.6
HO	61	7	11.5
MX	39	3	7.7
CA	62	10	16.13
NV	104	11	10.6
GW	85	8	9.4
TX	55	7	12.7
TR	70	7	10
QV	21	1	4.8
AS	22	0	0
TOTAL	735	70	9.5

C. INFORMATION RELATING TO FACULTY AND RETIREMENT PLANS

1. FACULTY BY RETIREMENT PLAN

Faculty have three retirement plan options. They are the State Employee Retirement System (SERS), the Alternate Retirement System (ARP) which is sponsored by TIAA-CREF, and the State Teachers Retirement System (STR). The distribution of faculty within the three plans and the average age for participants in each retirement plan are reflected below.

Retirement Plan	#	Average Age
SERS	380	53
ARP	293	48
STR	62	55



2. DISTRIBUTION OF FACULTY AMONG RETIREMENT PLANS, BY COLLEGE

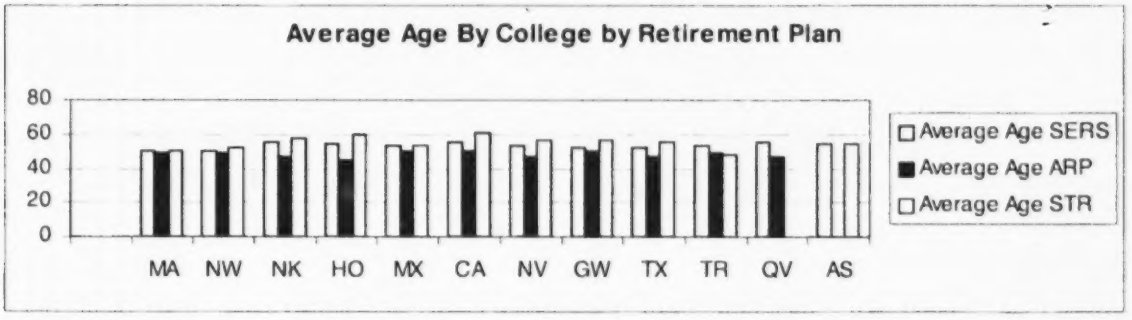
The chart below reflects the distribution of teaching faculty among the retirement plans, by college. The first column of data is the total number of full-time faculty, and the columns to the right reflect the percentage of faculty at each college in each retirement plan.

COLLEGE	TOTAL # FACULTY	SERS	%	ARP	%	STR	%
AS	22	21	95%	0	0	1	5%
CA	62	41	66%	20	32%	1	2%
GW	85	35	41%	33	39%	18	21%
HO	61	25	41%	33	54%	3	5%
MA	91	55	60%	28	31%	7	8%
MX	39	20	51%	14	36%	5	13%
NV	104	59	57%	34	33%	11	11%
NW	31	14	45%	16	52%	1	3%
NK	94	33	35%	59	63%	2	2%
QV	21	8	38%	13	62%	0	0%
TR	70	39	56%	25	36%	6	9%
TX	55	30	55%	18	33%	7	13%
TOTAL	735	380	52%	293	40%	62	8%

3. AVERAGE AGE OF FACULTY BY RETIREMENT PLAN, BY COLLEGE

The charts below reflect the average ages of faculty by retirement plan by college.

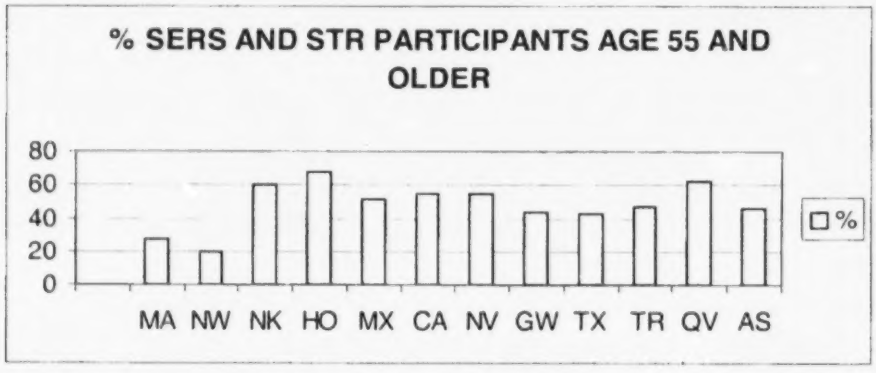
College	Overall Average	Average Age SERS	Average Age ARP	Average Age STR
MA	49	50	49	50
NW	50	50	49	52
NK	50	55	47	58
HO	49	55	44	59
MX	52	54	50	53
CA	53	55	50	61
NV	52	53	47	57
GW	52	52	50	56
TX	51	52	47	56
TR	52	54	49	48
QV	50	56	47	NONE
AS	54	54	NONE	54



4. SERS AND STR PARTICIPANTS AGE 55 AND OLDER

The chart and graph below reflect the number of full-time faculty enrolled in the State Employees Retirement System (SERS) or the State Teachers Retirement System (STR) who are fifty-five years of age or older. As the charts indicate, 209 (47.3%) of the 442 faculty members enrolled in SERS or STR are age 55 or older.

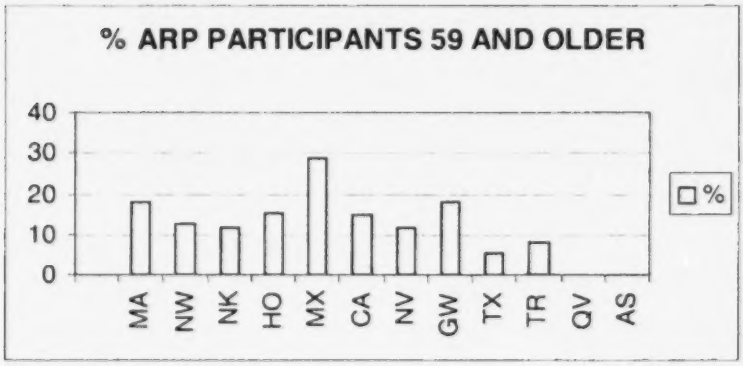
College	# IN SERS AND STR	# AGE 55 AND OLDER	%
MA	62	17	27.4
NW	15	3	20
NK	35	21	60
HO	28	19	67.9
MX	25	13	52
CA	42	23	54.8
NV	70	38	54.3
GW	53	23	43.3
TX	37	16	43.2
TR	45	21	46.7
QV	8	5	62.5
AS	22	10	45.5
TOTAL	442	209	47.3



5. ARP PARTICIPANTS AGE 59 AND OLDER

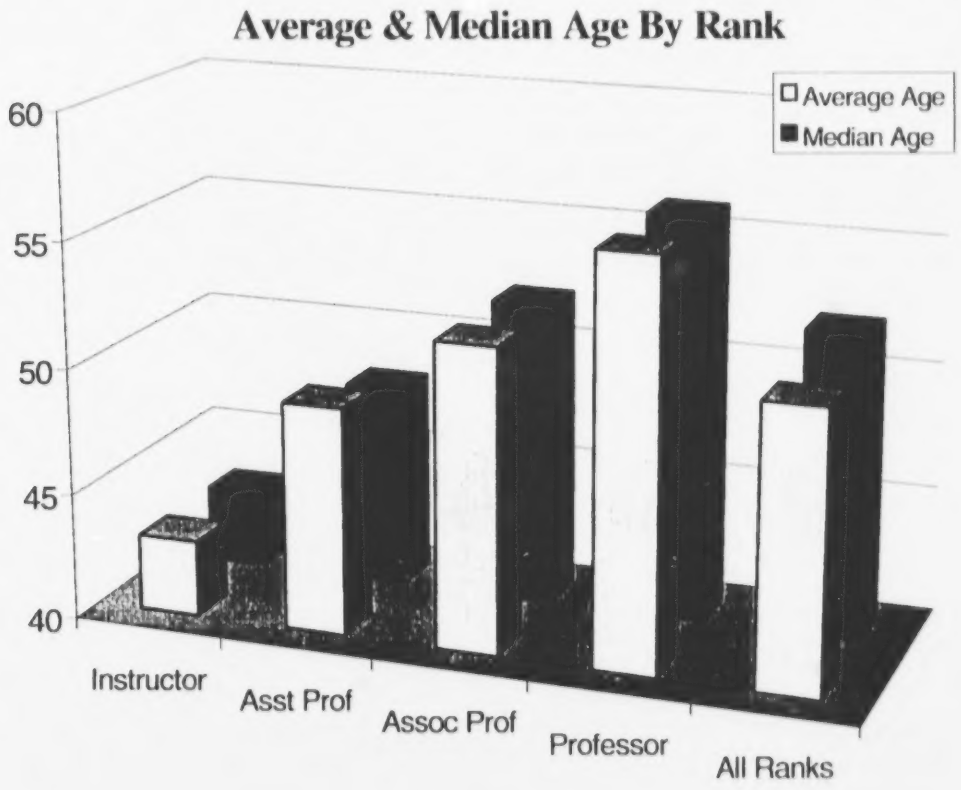
The chart and graph below reflect the number of full-time faculty enrolled in the Alternate Retirement Program (ARP), which is sponsored by TIAA-CREF. As the charts indicate, 39 (or 13.3%) of the 293 faculty members enrolled in ARP are age fifty-nine or older. Age fifty-nine is used as a demarcation point for participants in ARP because individuals who retire prior to age fifty-nine and one-half are subject to an early retirement penalty.

COLLEGE	# FACULTY	#	%
MA	28	5	17.9
NW	16	2	12.5
NK	59	7	11.9
HO	33	5	15.2
MX	14	4	28.6
CA	20	3	15
NV	34	4	11.8
GW	33	6	18.2
TX	18	1	5.6
TR	25	2	8
QV	13	0	0
AS	0	0	0
TOTAL	293	39	13.3%



D. INFORMATION RELATING TO AVERAGE AND MEDIAN AGE BY RANK

The average and median ages of faculty by rank are displayed below in graphic and numeric format. As expected, the average age of faculty is incrementally higher at each higher rank.

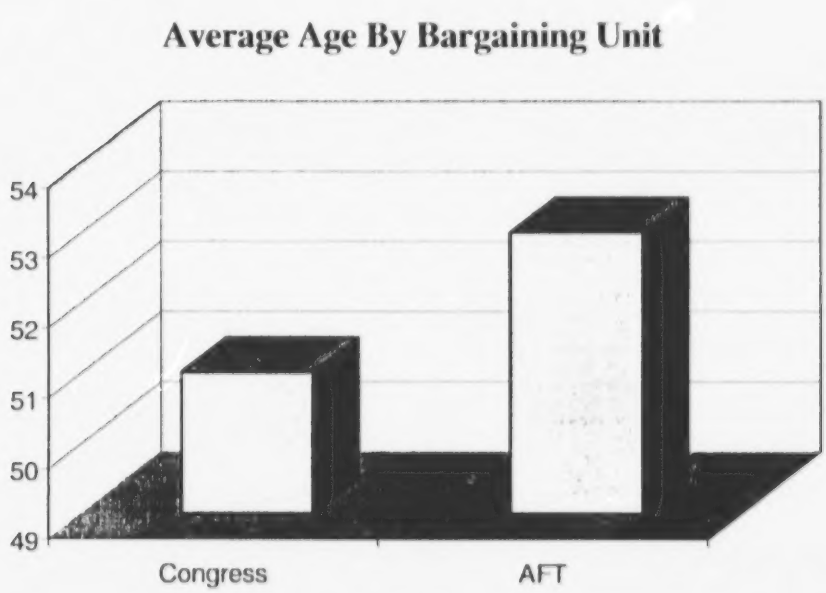


Rank	Average Age	Median Age
Instructor	43	43
Assistant Professor	49	48
Associate Professor	52	52
Professor	56	56
All Ranks	51	52

E. INFORMATION RELATING TO FACULTY AGE BY BARGAINING UNIT

1. AVERAGE AGE BY BARGAINING UNIT

The overall average age of full-time faculty at merged colleges is 52, with the average in the Congress unit being 51 years, and the average in the AFT unit being 53 years. AFT faculty are older than their Congress counterparts at four of the five merged colleges, as evidenced in the chart and graph below:

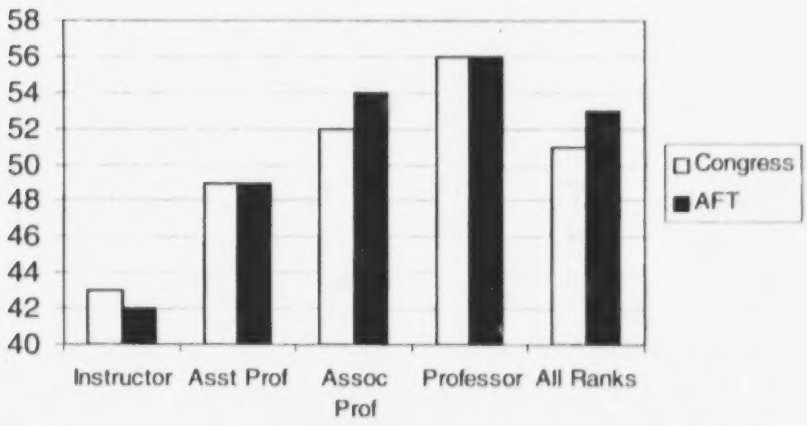


College	Congress	AFT
Capital	55	50
Gateway	52	54
Naugatuck Valley	51	56
Norwalk	50	51
Three Rivers	51	53
Total	51	53

2. AVERAGE AGE BY RANK, BY BARGAINING UNIT

The average age of full-time faculty by rank varies very little between the Congress and AFT bargaining units, as evidenced below:

Average Age By Rank And Bargaining Unit



Rank	Congress	AFT
Instructor	43	42
Assistant Professor	49	49
Associate Professor	52	54
Professor	56	56
All Ranks	51	53

II. SUMMARY OF COLLEGE DATA

College	Total # Fac	# 55 & Older	Aver. Age	Med. Age	Aver. Inst	Aver. Asst	Aver. Assoc	Aver Prof	Med. Inst	Med. Asst	Med. Assoc	Med. Prof
Asnuntuck	22	10	54	54	na	52	52	55	na	52	54	55
Capital	62	27	53	53	40	49	52	58	41	48	50	59
Gateway	85	34	52	53	45	47	52	57	45	48	52	58
Housatonic	61	27	49	53	40	50	57	58	37	51	56	59
Manchester	91	26	49	50	50	48	52	52	45	46	53	52
Middlesex	39	17	52	52	43	52	48	55	44	51	50	55
Naugatuck	104	48	52	54	43	49	52	56	44	49	51	57
Northwestern	31	7	50	50	43	52	49	52	42	51	50	52
Norwalk	94	35	50	51	42	49	52	57	42	50	53	58
Quinebaug	21	9	50	53	37	48	50	56	37	51	51	58
Three Rivers	70	26	52	53	46	47	54	55	43	49	53	55
Tunxis	55	20	51	50	44	48	54	55	44	48	52	56
Total	735	286	51	52	43	49	52	56	43	48	52	56

w\ces\hr metrics and benchmarking/analysis of community college faculty by age
3/1/02 revision

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